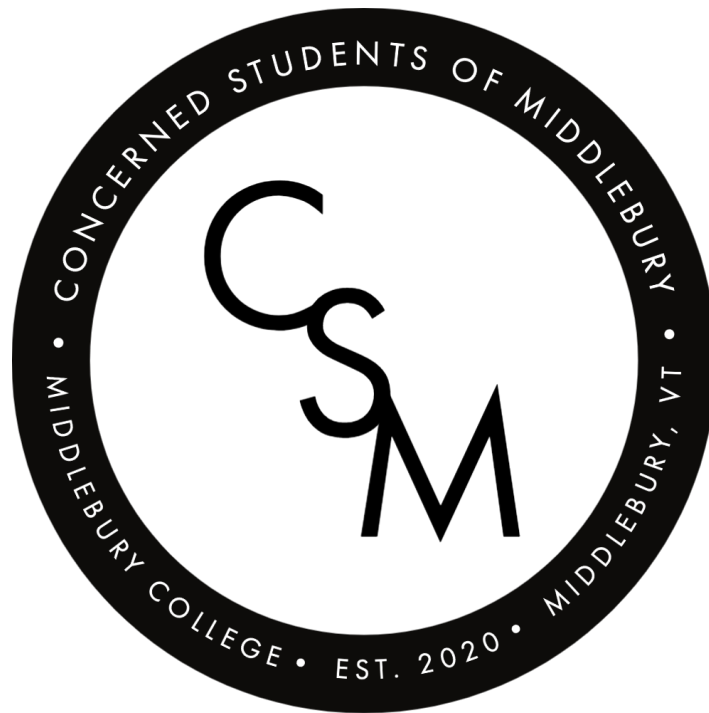


Concerned Students of Middlebury:

Support for Middlebury College Anti-Racism Initiatives

Created: January 2021



Summary: The Concerned Students of Middlebury make a formal statement that supports the current anti-racism efforts being made by the college (and encourage the creation of additional anti-racism initiatives). It is our suggestion that in addition to the initiatives being offered that structures are implemented to ensure BIPOC communities are benefitted as much as possible by the following: clear timelines in the completion of initiatives and projects; clear guidelines that explicate the types of projects that fall under the anti-racism and racial justice umbrella; and the continued involvement of BIPOC in both the distribution of funds and overseeing of the implementation of projects.

CSM Resolution 4: Support for Middlebury College Anti-Racism Initiatives

Author(s): CSM Executive Board

Please allow consideration to be given to the following regarding the Cops off Campus movement:

- I. Over the last four years, there has been a condemnation of anti-racism initiatives from the Executive Branch of the United States government^[1] with the goal of encouraging an alternative history that negates the shortcomings of America and promotes White nationalist ideologies.
- II. Anti-racism initiatives, while not always perfect ^[2], are important in ensuring we are working to cultivate a society in which everyone is treated equally^[3]. These initiatives also require refining when there is potential room for improvement or revision to ensure the communities intended to be uplifted are benefited to the fullest extent possible.
- III. The Middlebury Administration has put forth a detailed plan of action to address some of the issues surrounding diversity and inclusion at Middlebury College, in which various campus groups were consulted in constructing the goals outlined ^[4].
- IV. The Middlebury Student Government Association has implemented the JusticeProjects initiative in which various projects that are aimed at racial justice will be funded each academic year as per the directive given in the F2020-SB1 titled Advancing Diversity, Equity, and Inclusion Through Justice Projects ^[5].

Given the aforementioned, it is resolved by the Concerned Students of Middlebury that:

- I. We reaffirm that anti-racism work holds a high level of importance in the process of ensuring all members of our community are included, specifically as a first step in a longer process of reconciliation with America's past. Furthermore, we rebuke the notion that anti-racism initiatives are unpatriotic, or unethical, and instead posit that they are an indication that a community instituting these programs is prepared to have meaningful conversations and produce tangible results that uplift BIPOC individuals and ensure they are being treated as equals.
- II. There is a strong need for projects aimed at anti-racism to have specific guidelines to ensure that BIPOC needs are truly being met. This shall be accomplished by:
 - A. Establishing a detailed timeline for how anti-racism work will be completed
 - i. The Action Plan on Anti-Racism, Diversity, Equity and Inclusion and the JusticeProjects bill does well in implementing estimates on when items will be completed; It would benefit the college if more initiatives used this type of model to give an expected date of project completion.
 - ii. It is our suggestion that in addition to estimates of completion, there also be estimates of progress. If this is not possible, implementation of checkpoints in the process to update community members on progress in work being conducted would be a benefit in terms of accountability.

- B.** Establishing clear guidelines for the approval of anti-racism projects
 - i.** Anti-racism projects are important as they aim to take action to benefit BIPOC communities. To optimize the success of these initiatives, it is important to have a form of structure that:
 - a) Promotes the needs of BIPOC as dictated by BIPOC
 - b) Gives priority to the work and initiatives of BIPOC individuals looking to uplift BIPOC communities
- C.** Ensuring consultation of BIPOC community members throughout the execution process of these initiatives and projects.
 - i.** These projects are important and those benefiting from the existence of these initiatives are an integral voice to include to ensure that:
 - a) These initiatives are executed with the vision and perspective of helping BIPOC at large and often this perspective is unique to individuals who have had experience as a BIPOC individual.
 - b) The initiative/project works towards a true benefit and away from potential harm in a more direct way.

Cordially,

The Concerned Students of Middlebury